

# Cultural Awareness Training Recommendations

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- Based on discussions in the P&P Committee, the following recommendations are proposed:

As detailed in the Cultural Awareness Training Report which was presented at the November 2014 PCOC meeting, there are a number of potential methods to present cultural awareness training. The report outlines the general process as well as the strengths and concerns for each method. As previously discussed, all options in the report are of value and all should be viewed as a part of a long-term, tiered training approach. It is recommended that we begin with the most readily available materials as we delve deeper into a more comprehensive training program in the future.

The first level would be to implement pre-recorded training topics with associated workbooks or resource materials.

The second level would include POST certified topics, consisting of those that may be available currently, as well as those we may choose to develop internally and/or through contracted entities with the goal of POST certification.

The third level would be the development of in service, stand-alone training topics which could also include the use of the first level (pre-recorded) materials to allow the limited amount of time available for face-to-face training to focus on the topic while using the level one material to get individuals up to speed.

The fourth level would consist of targeted continuous training. This would allow for a grouping of required and recommended training based on longevity, position/rank, etc. This being the more complicated level would require more time to implement as well as the use of content developed in the earlier levels.

This, being a long-term continuous learning approach, will take an extended period to create as well as significant buy-in from all involved. Resources will also be considered, although there are materials already developed by other agencies that may help to minimize these costs in both time and money.

If this approach is approved by the PCOC, I and/or the committee will meet with Mr. Patrick to begin drafting the actual implementation plan and determine an initial timeline for development of levels one and two. Specific points to consider in drafting the implementation plan would include acknowledgement of MPD 2.0 and Impartial Policing, to ensure training complements and enhances initiatives that are already in place. Additionally, the development would be specific to police, utilizing scenario-based training.

***Proposed Motion: The PCOC accept the recommendations of the Policy and Procedure Committee in the development of the Cultural Awareness Training Implementation Plan, which once developed, would be returned to the full commission for approval.***

***– Motion presented to PCOC January 13, 2015 – Passed.***

***Returned to Policy and Procedure Committee to continue development of implementation plan.***